

Rev
Mandala

HANDBOOK

for

CANDIDATES and MISSIONARIES

of the

GOSPEL MISSIONARY UNION

CONTAINING:

- ◆ Historical Sketch
- ◆ Principles & Policies
- ◆ Missionary Agreement
- ◆ Constitution
- ◆ Counsel & Advice



GOSPEL MISSIONARY UNION

1841 East 7th Street
Kansas City 1, Missouri
U. S. A.

GENERAL INFORMATION

The **Gospel Missionary Union** is a faith society dedicated to the task of evangelizing the unreached heathen, sending Missionaries out to its respective fields regardless of their denominational affiliation providing they are sound in the evangelical faith, show evidence of a genuine experience of the new birth, and have had acceptable Bible and secular training.

The Mission is a member of The Interdenominational Foreign Mission Association of North America.

GENERAL EXECUTIVE COUNCIL

Don P. Shidler, President
R. J. Reinmiller, Vice-President and Sec'y.
Steven Van Egdorn, Treasurer

H. J. Baerg	Willis A. Larson
Dan Buhler	J. A. Peterson
H. H. Dick	H. W. Sheridan
Dale E. Jessup	G. C. Weiss
A. W. Winkleman	

DEPUTATION SECRETARIES

David Hazen, 811 N. E. 102nd, Portland 16, Ore.
Herman J. Baerg, 11881 Jacalene Lane,
Garden Grove, California
Dan Buhler, St. Charles, Manitoba, Canada
D. J. Unruh, 625 S. E. 2nd St., Newton, Kansas

SPECIAL ADVISORY COUNCIL

G. Christian Weiss, General Counsellor & Adviser
Dr. G. W. Springer, Medical Adviser
Guy M. Boyer, W. Amos Esry, Legal Advisers

REFEREES

Norman B. Harrison Minneapolis, Minn.	Henry G. Rempel Steinbach, Manitoba
Mervin E. Rosell Montrose, Calif.	John B. Houser Lebanon, Oregon
Harlin J. Roper Dallas, Texas	Frank C. Torrey Lancaster, Pa.
Oswald J. Smith Toronto, Ontario	H. Hildebrand Caronport, Sask.
Chas. Seidenspinner Birmingham, Ala.	Theo. H. Epp Lincoln, Nebr.

L. E. Maxwell
Three Hills, Alberta

Canadian Treasurer—Winnifred Rutherford, Estevan, Saskatchewan

FIELDS OF LABOR

Morocco, French Sudan, Italy, Ecuador, Colombia, Panama, Northern Canada, British Honduras, Mexico and Alaska.

PUBLICATIONS

The Gospel Message—monthly organ, \$1.00 per year. Missionary Tracts and Booklets.

INTRODUCTION

We desire all workers who are associated, or hope to be associated, with the Gospel Missionary Union to be well acquainted with the organization. Accordingly, this booklet has been prepared and put into your hands—study it with care. For full mutual acquaintance between the Mission and its candidates, all such are asked to come to the Mission Home in Kansas City for a certain period of time, particular circumstances regulating and varying the length of this period, but in any case, it will not be less than six full months. During this time, there will be interviews with the Mission executives and with the General Council.

HISTORICAL SKETCH

Origin: The Gospel Missionary Union was begun well over half a century ago, in the year 1890, formal organization taking place in 1892.

George S. Fisher, who was Kansas State Secretary for the Y. M. C. A. in the later eighties, gathered groups of young "Y" men in summer Bible schools in Kansas and Nebraska, and to these schools he brought the late Doctors James H. Brookes of St. Louis and H. Grattan Guinness of London, who stirred the hearts of the men with challenges from the Word of God and the unreached heathen, especially Africa's great untouched Soudan. As a result, a number of earnest young people volunteered to go to the Soudan and as no existing Missionary society would undertake work in that field, they set out independently, trusting God to supply their needs, and sailed for Sierra Leone in the summer of 1890. Africa was then known as the "white man's graveyard," and within a few months, more than half of the heroic band had succumbed to the dreaded tropical fever. Others were sent out to take their places, but many of them died also and they were unable to extend their service at that time beyond the boundaries of Sierra Leone.

Fields: As there seemed then to be no possibility of reaching the Soudan, a Mission was established by the

society in Morocco, North Africa, in 1895 and one in Ecuador, South America, the following year. When the purpose was formed to enter Ecuador, that country was closed positively to the Gospel by the intolerance of the Roman Catholic priests who dominated the land, but before the pioneer party reached its destination, a liberal revolution had taken place in the country and they disembarked at the port of Guayaquil without difficulty. A few years later, the work was extended into Colombia, the Spanish-speaking country lying just north of Ecuador, and this is now one of the Society's most fruitful fields.

In 1913 a second effort was made to enter the Soudan, by way of the French possessions. This encountered no unusual difficulty, and in 1919 a permanent Mission was established at Bamako in the French Soudan. Other stations have since been occupied in this territory.

Our work in all these fields has continued to the present time, with varying degrees of fruitfulness.

Personnel, Past and Present: Mention has already been made of the influence of James H. Brookes and Grattan Guinness on the birth of this Society. When the Society was formally organized in 1890, it was under the name, "World's Gospel Union," with A. E. Bishop as President and Dr. R. A. Torrey as Vice-President. T. C. Horton was the founder and original editor of **The Gospel Message** and a member of the Union's Executive Committee. Dr. C. I. Scofield also was a committee member, as was Luther Rees, W. L. Porter, Joshua Gravett, C. E. Mails, and others. George S. Fisher was made General Director at least as early as 1896 and filled the post until his death in South America in 1920, while touring the field. For a number of years following, the Mission suffered a decline, one of the reasons being that there was no immediate successor appointed to follow Mr. Fisher. Later, in 1927, Mr. J. Calvin Jones, who had been associated with the Society for a long time, was made its President, but God took him Home after ten years of service in that capacity. In 1939, Mr. George Christian Weiss was recalled from the Morocco field, and in 1940 he was appointed the new President. Mr. Don P. Shidler was made Exec-

utive Vice-President in 1945. During the last few years, the Mission has witnessed considerable growth in all directions. Under Mr. Weiss' leadership, a new General Council has been gradually formed and a new Constitution has been adopted. Special mention in this connection should be made of Mr. W. G. Hawks, who has been associated with the Gospel Missionary Union for over fifty years, serving a greater part of that time in the Kansas City office, at times carrying the main burden of the work. Mr. Robert J. Reinmiller succeeded Mr. Hawks as Secretary in 1948.

FINANCIAL BASIS AND POLICY

The Gospel Missionary Union is distinctly a faith Mission, having no constituency in the United States to rely upon, or any particular church or denomination to look to for its material needs. It simply depends upon God to touch the hearts of His people to give of their means for the support of the work apart from human solicitation. By the mediums of The Gospel Message, the monthly prayer letter and general deputation work, the Christian public is kept informed about the work and as they are led of the Holy Spirit to give, we gratefully receive and distribute their gifts where needed or as designated by the donor.

Missionary supports are fixed at ^{100.00}~~\$70.00~~ per month per adult, for full support. This amount is divided into two parts, ^{35.00}~~\$35.00~~ "personal support" and ^{45.00}~~\$35.00~~ "service support" respectively. The service support is broken down as follows: \$10.00 for furlough and medical fund (kept to the missionary's account in the home office to be drawn upon when and as needed); \$15.00 for building and property investment on the field. (This we do not promise will be used in exact amount for the missionary on whose support it is given, since expenses greatly vary in different stations); \$10.00 for "missionary maintenance," to pay for station expenses, such as travel, rent, native help, etc. (This maintenance fund is also drawn upon to make up defaulted personal remittances to missionaries or their children when necessary. The maintenance fund for each field is kept sep-

arate and all this money goes to the field; none of it is used for expenses in the homeland. All money regularly drawn from this fund must be sanctioned by the local Field Council; the Kansas City office sends this to the fields as stipulated by the Field Councils, save that we do at times have to draw from it to make up defaulted remittances); ^{10.00} \$7.00 to the General Fund of the Gospel Missionary Union for overall operating expense. (This is the only portion of the ^{10.00} \$70.00 that does not go to the field. In the ^{15.00} Soudan, where the furlough-medical amount is fixed at ^{10.00} \$12.50, only \$2.50 will be used for the General Fund).

If a Missionary's support fails to come in, or is completely dropped, personal gifts designated to that missionary shall be used to make up his remittance to the extent of the first \$45.00, until the support be renewed, unless the donor specifically stipulates that the money is sent through us for transmission only. Apart from this provision, all personal gifts, over and above remittances, are sent on to the missionaries to be used as they feel led. We expect our workers, however, to be unselfish in the use of personal gifts sent to them.

In case of a financial emergency arising from a general depression, which might necessitate doing so, the General Executive Council of the Mission, after consulting the missionary staff of the organization, authorizes the Kansas City office to pool missionary remittances on a share-and-share-alike basis. Normally this is not done, and our hope is that God will so provide that we never have to do it.

When a missionary is home on furlough he may, if his circumstances require, draw his full support, except the amount designated for property and buildings on the field and the amount for the General Fund. Also, furloughed missionaries may use, as they desire, any money that comes to them in offerings while home on furlough, except money otherwise designated. If his offerings are sufficient to care for his needs in the Homeland, we urge that he draw only the amount of his personal remittances during the furlough time. In those cases where full support is not provided by the party supporting him, such arrangement shall become automatically effective.

\$ 42.50 (45.⁰⁰ in Sudan) per month.

Children's supports shall be ~~one half that of adults,~~
and the divisions at the same ratio.

The Mission will not ordinarily send new missionaries to the field unless their support has been undertaken by some responsible person or group, as God's sign and seal of approval on their going forth. Also the candidate is to have in hand sufficient funds for transportation expense and duty on the baggage. These funds may come either through the channel of the Mission, or through the individual's own contacts, as God may see fit.

The Society will welcome offers from churches or individuals to assume the support of Missionaries, and will furnish such people with detailed information in the form of an official, printed statement giving the correct amounts for each field, how the money is handled, etc.

QUALIFICATIONS for MISSIONARY CANDIDATES

Emphasis is placed above all else on the spiritual qualifications of the missionary candidate. This means not only sound doctrinal belief, but day by day godliness: prayer life, charitableness, zeal for souls, Bible study, humility, etc. Good health is essential and all candidates must pass a careful medical examination, both by their own physician when application is made, and later by a doctor of our appointing in Kansas City. All candidates are urged to be completely frank in stating any physical weaknesses they are personally aware of when making application; to refrain from doing so, in order to pass the Board, is dishonesty and may lead to dismay.

While always appreciating candidates with higher education, and recognizing that at least some such are desirable on each field, we are willing to send out young people, otherwise qualified, who are high school graduates or the equivalent, and who have completed a three year course in a reputable Bible Institute. In certain cases, especially where the applicant is young, we may recommend further training.

Our age limits are: minimum, twenty-three years (married women may occasionally be sent out at twenty-two); maximum, thirty-four years for Africa, thirty-seven

years for South America. (Extreme caution is used in the case of anyone over thirty-five, even for South America).

PERSONAL CONDUCT AND STANDARDS

We decry the worldliness of American Christians, and by God's grace wish to set a higher and more honorable standard before the native people and churches in the foreign fields, and at this point a few words are in order. It is supremely important that the Missionaries, especially women, wear plain and modest clothing. Short dresses, sleeveless or near sleeveless dresses, low-necked blouses, form-fitting garments, and the like, are unbecoming to Missionaries and positively objectionable. We are constantly shocked at the dresses worn by girls coming out of the Christian training schools of the land, and if necessary, the Mission itself will take a hand in the candidates' training along this line, in the spirit of Christ. Expensive or gaudy clothing is a bad testimony on the Mission field and should not be worn. However, Missionaries must dress neatly, lest their testimony be impaired in the other direction. Our rule is: "Dress so that no one will notice your dress." Jewelry is discouraged strongly, save such items as wedding rings or engagement rings, wrist watches and ordinary pins. Ear rings, necklaces, bracelets, and all forms of makeup are contrary to our standards and our workers are asked to discard such.

Women's dresses are to be long enough to properly cover their knees when they sit down. Strict discretion regarding association with the opposite sex, is demanded. We cannot accept the standards of the age on these matters, even of many professing Christians. Carelessness in these relationships may lead to rejection as a candidate or dismissal from the work if already on the field.

TERMS OF SERVICE AND FURLOUGHS

Terms of service on the field shall be as follows:
(1) Morocco, ⁵~~six~~ years; (2) Soudan, ⁴~~five~~ years; (3) Colombia, ⁵~~six~~ years; (4) Ecuador, ⁵~~six~~ years. Where condition of health requires otherwise, the matter must be submitted to the General Council.

When a Missionary's furlough is due, the field council must release that Missionary for furlough, arrange with him as to the time of his departure, and make satisfactory arrangements to care for the work of his station. When a Missionary leaves the field for furlough, the field council must inform the General Council if that Missionary's return to the field after furlough is desired. Otherwise, it will be understood that his presence on the field is not desired, and he will not be sent back.

PROBATION

In the Mission Home

In the process of accepting and sending out missionaries the Gospel Missionary Union requires all candidates to spend a minimum of ~~six~~ months in its Mission Home in Kansas City, Missouri. During this time the individual becomes thoroughly acquainted with the personnel and policies of the Mission; the Mission leaders at the same time have full opportunity to observe one's qualifications or disqualifications for the foreign fields. During this ~~six~~ month's probationary period, regular duties, both spiritual and physical, are assigned to all, in the Mission Home and in the churches and rescue missions of the city.

On The Field

The Missionary Agreement specifically states that each Missionary, though approved and accepted by the General Council, is regarded by the Society as being on probation for the first two years on the field. In case his progress in the language is not satisfactory during that time, or he proves in other ways to be unfit as a foreign Missionary, the General Council of the Society, after conferring with the local field council, may recall him from the field. Cooperation and subordination, as well as his progress in the language, shall be primary factors in determining the probationer's standing at the expiration of the first two years.

ENGAGEMENT, MARRIAGE AND FAMILIES

In the cases of engaged couples, each individual must stand upon his or her own merits. A candidate whose

fiancé or fiancée does not appear acceptable to the Council, will not be sent out. Those who are unmarried, are to refrain from marriage until a satisfactory knowledge of the language has been acquired, especially in the case of women. Marriage before both parties have been on the field two years, must have the authorization of the General Council, and every such case will be considered on its own merits.

Married couples are accepted and sent out only after carefully considering the suitability of both husband and wife for the work. In the Gospel Missionary Union everyone who goes out must be a Missionary, and none will be accepted merely as a man's wife. Where children are involved, caution is exercised in arriving at a decision, though people with children are sometimes accepted.

THE MISSIONARY'S PEN

Missionaries on the field are urged to use their pens, even though talent may be wanting. Send in short stories of personal experiences, and especially accounts of God's grace in the lives of the natives, either respecting salvation or Christian growth. People who support Missionary work expect this. Frequently Mission boards are requested to supply such accounts to Daily Vacation Bible Schools, etc., and when such requests come in, it is pathetic to say, "None available." Remember, your home office cannot write such accounts! You must do it.

Circular letters in the nature of accounts of your work, prayer needs, etc., to your friends at home, are very important and worth-while. Otherwise, when you come home on a furlough, you will find your friends have forgotten you. Where you might not be able to write personal letters to everyone, you can mail them circulars at regular intervals.

Above all, don't fail to acknowledge gifts from your donors as soon as you have word of the gift. Each must consider it his positive duty to write monthly to his regular supporter. They expect this. If you do not acknowledge the gifts, your donors will feel that you have not appreciated them, and they may even discontinue giving.

INOCULATIONS, SHOTS, ETC.

Some foreign countries require certain inoculations and vaccinations, and the Mission will advise and assist you to secure such. The shots and inoculations that are not legally required, are left to the discretion of each individual as there is a great difference of opinion as to the advisability of them. We find our own and other old and experienced Missionaries about equally divided on the advisability of these things.

FAREWELL LETTER

Each candidate is expected to write a farewell letter before he leaves for his field of service, which will be published in the following issue of The Gospel Message. Such letters should be in the form of a spiritual testimony.

CONSTITUTION OF THE G. M. U.

(Adopted by Act of the General Council October 30th, 1946, to become effective January 1st, 1947).

NAME

The name of this Society shall be GOSPEL MISSIONARY UNION—legally incorporated thus under the Laws of the State of Missouri.

OBJECT

Its object shall be an endeavor for world-wide evangelism and particularly the unreached heathen. We shall employ to this end the mediums of:—

1. The acceptance, preparation, sending out and maintenance of Missionaries.
2. The establishing of central Missionary Stations in strategic places from time to time, which shall become centers for evangelism in those given areas.
3. The establishment of native churches in all fields as God may grant us converts, with the view to these churches becoming self-supporting and indigenous, organized in so far as possible of native leadership.

4. The training of a native ministry in all fields through the means of establishing Bible Institutes, believing this to be one of the most effective services the foreign Missionary can render to the heathen.
5. The translation of God's Word into the native tongue of all those people among whom God may lead us to work.
6. The use of every legitimate means for the furtherance of the Gospel among those who under God shall constitute our fields of labor, such as direct evangelism, colportage work, schools, dispensaries, press, radio, etc.
7. The publication of an official monthly organ which shall be known as "The Gospel Message;" the publishing and circulating of Gospel, Missionary and Christian life tracts and booklets, and any other literature which shall be to the furtherance of the great cause to which we are dedicated.
8. The conducting of Bible and Missionary conferences in the United States for the purpose of bringing a vision of the needs of the heathen to American Christians, and the defense of the faith against the inroads of modern apostasy—such conferences to be held in various places as the Holy Spirit may lead us.
9. To ordain to the Gospel ministry any unordained brethren who apply to work with the Society at home or abroad, after they are officially accepted by the General Council for service with us; also to ordain native ministers in the churches in our foreign fields when the local field council approves the candidates.
10. To receive and transmit money contributed to us for the support of this work. The Society shall not incur debts and shall rely upon God to supply the needs of the work and workers in answer to prayer, without solicitation of funds or specific appeals for money.

HEADQUARTERS

The headquarters and general offices of the Society shall be in Kansas City, Missouri, until such a time as the General Council may feel led of God to locate elsewhere.

STATEMENT OF FAITH

The following statement of faith, which shall never be repealed, as our official doctrinal basis, must be subscribed to by every officer, council member, Missionary and worker of the Gospel Missionary Union:—

We believe in one God, Who is revealed in Scripture as subsisting in three equal persons, Father, Son, and Holy Spirit; in the verbal inspiration of the Scriptures of the Old and New Testaments as originally given; in the substitutional atonement of the Lord Jesus Christ; in salvation only by faith in Him; in the eternal punishment of the unsaved; and in the personal and premillennial coming of our Lord.

We adhere in general to the Calvinistic interpretation of Christian theology.

ORGANIZATION

The Gospel Missionary Union shall be a close corporation with a general directing council of not more than fifteen and not less than six members, one more than half of the current number of members constituting a legal quorum.

Decisions of the General Council must be unanimous and one dissenting vote shall render a motion invalid, though any member not casting his vote shall not affect the order of the motion.

With this Council shall be vested full control of all business and property of the Gospel Missionary Union throughout the world. Only the official motion of this Council may constitute the acceptance of a Missionary candidate for work with the Society in any field.

The Council shall be self-propagating, electing and appointing its own members and officers; all council members shall hold office until retired by death, resignation, removal, or unexcused absences from three consecutive and duly called council meetings.

The officers of the Gospel Missionary Union whom the Council shall appoint as herein designated shall consist of: a President, Vice-president, Secretary and Treas-

urer. These officers shall hold their positions until retired by the Council, by voluntary resignation, or by death; the President, Vice-president and Secretary shall be members of the General Council, the President and Vice-president serving as chairman and vice-chairman respectively. The Treasurer's accounts must be examined by a certified public accountant at the end of each calendar year, and the audited report published in THE GOSPEL MESSAGE along with the regular Annual Report of the work of the Gospel Missionary Union.

An Executive Committee made up of at least three Council members and appointed by the Council, shall transact all the current business of the Society between the regular meetings of the General Council, the President or Vice-president to act as chairman.

The General Council shall elect from its membership a Board of Trustees consisting of five members who shall serve until replaced by later act of the Council. The property shall be held in trust by this board to be used and disposed of as they shall be directed by the General Council.

The Council shall meet at the General Office of the Society at least thrice annually and each of these meetings shall be a legal one at which any business of the organization may be transacted. These meetings shall be held approximately in January, May and October, the exact time to be fixed by the Executive Committee and notices mailed to members two weeks in advance. Special meetings may be called by the President on request of three members, notices of such meetings to be given not less than two weeks in advance and the special matters for consideration to be named in the call.

The Council shall have power to pay traveling expenses of members who come to the regular meetings from distant places of residence, when funds are available in the treasury.

FIELD COUNCILS

Field councils may be formed by approval of the General Council whenever the work in any field so warrants, the General Council reserving the right to appoint the

chairman of such whenever it so desires. Each field council shall control the work in its territory, subject to final approval of the General Council in all matters. The object of a field council shall be to direct the spiritual work on the field, make recommendations concerning the work, arrange location of workers, make arrangements for furloughs and forward suggestions for the advancement of the work.

Any member of the General Council visiting the field shall automatically be a member of the field council.

A furloughed Missionary will not be returned to his field apart from a recommendation to that effect by the field council; in the event no field council exists a recommendation by a majority of the Missionaries on the field shall be required for a Missionary's return. In case a Missionary be disapproved by those on the field he shall of course have the right of appeal to the General Council.

PROPERTY

All Mission buildings erected in any part of the world shall ordinarily be the property of the Gospel Missionary Union, whether paid for out of private funds or Mission money, and shall be under the supervision of the Society. Missionaries desiring to purchase or build their own private dwellings may do so with the understanding and written approval of the General Council in the U. S. A.; apart from such approval Missionary dwellings shall also be the property of the Society.

MISSIONARY AGREEMENT

All Missionaries who go out under the direction of the Gospel Missionary Union shall be required to sign the official Missionary Agreement before leaving the United States.

AMENDMENTS

This constitution may be amended, save the doctrinal basis, by act of the General Council at any regular meeting, provided such amendment shall have been submitted in writing to each member two weeks before the meeting, or at any special meeting if proposed as above and set forth in the call for such special meeting.

MISSIONARY AGREEMENT

1st. Missionaries of the Gospel Missionary Union shall be only those who have accepted Christ as their personal Savior and who subscribe to the published doctrinal statement of the Society.

2nd. The direction of the work of the Gospel Missionary Union throughout the world is vested in the General Council and the actions of individual Missionaries or local field councils shall be subject to its approval and amendment.

3rd. All workers sent out will be considered to be on probation and not full senior Missionaries until the language course has been satisfactorily completed and they otherwise prove worthy to remain on the field. Unless recalled by the council within two years, or otherwise notified, the worker may consider himself accepted as a senior Missionary at the end of that time. During the probationary period they shall be under the direction of the local field council. Insubordination shall be grounds for dismissal. Any complaints of injustice, however, may be made to the home council and will be carefully considered so that there will be good understanding and close fellowship.

4th. Marriage shall be deferred by new candidates until each party has been on the field two years and has satisfactorily completed the language course, unless other arrangements have been authorized by the General Council.

5th. The Gospel Missionary Union is exclusively a Gospel agency and will only engage in education and philanthropic projects in-so-far as such can be used to the one chief end of evangelization; all such projects may only be undertaken upon special authorization from the General Council of the Mission.

6th. We believe the native churches should be taught that the financial responsibility for building their meeting houses, caring for their own pastors and the education of their children, should rest upon them, and we generally oppose using money from the homeland for such purposes. Whenever a Missionary feels it would be permissible to

assist them financially in such projects as building a church or supporting a native worker, he may place the matter before the field council or General Council for consideration and possible approval.

7th. All property and buildings throughout the world shall ordinarily belong to the Society, whether paid for with personal or Mission funds, regardless of who may oversee the purchase or building of such, and regardless of who may occupy the premises.

EXCEPTIONS: The Constitution of the Gospel Missionary Union contains the following provision: "Missionaries desiring to purchase or build their own private dwellings may do so with the understanding and written approval of the General Council in the U. S. A.; apart from such approval, Missionary dwellings shall also be the property of the Society."

8th. Each Missionary shall write a quarterly letter to the Kansas City office giving information of his work, health and his spiritual life.

9th. Since we are obligated to publish accurate reports of all funds handled by the Society and its workers, which reports are audited annually by certified public accountants, each Missionary is to promptly send in to the Kansas City office a careful and full report of all money received direct from donors whether for personal or special use. (Legacies or income from personally owned real estate, etc., need not be included). It is hoped that each worker will be conscientious in the use of all funds received in excess of the regular office remittances and considerate of the needs of his fellow laborers, or of any common needs which may exist on the field. Missionaries should instruct their friends to send all gifts to them through the Mission office, as that is both the most appropriate and convenient way. All money designated for an individual will be sent on to him unless he himself specifies otherwise.

Each Missionary agrees that money designated for him shall be applied to his regular support, unless the donor specifies that it is sent for some special purpose, or for transmission only. In the case of Missionaries who are

regularly supported by an individual or church, all additional gifts designated for them will be sent on over and above the regular support. In the case of a Missionary being partially supported through a regular channel, the residue shall be made up from promiscuous gifts sent for him, with the same exception as stated above. (See "Financial Basis and Policy" for more details).

10th. It is the Mission's purpose to send out remittances to its workers each calendar month, but should insufficient funds be on hand to make up the complete amount for a given field, the funds may be held up until the full amount is in hand; or, the reduced amounts may constitute the remittance. However, all who are fully supported through a regular channel will receive the full amounts sent in for them over the period of the calendar year.

11th. All Missionaries are to go out with the expectation of giving their lives to the work, but at the end of ~~5~~ ~~six~~ years will be granted a year's furlough to the Homeland. (For the Soudan field the term of service fixed is ~~4~~ ~~five~~ years). If poor health, or other reasons, seem to demand an earlier furlough it must be arranged with the Kansas City office.

12th. If any Missionary should resign from the Mission before being on the field three years, it is understood that he will put forth earnest efforts, as the Lord may enable him, to refund to the Society any money that was used for his passage and outfit from Mission funds as follows: If he resign within one year he shall refund all the Society has used from its funds for him; if within two years, two thirds; three years, one third.

13th. Should a Missionary change his doctrinal belief; or be guilty of outbreaking sinful practices; or engage in work not approved by the Mission Council; or refuse to comply with those regulations that fix his relations with the Council; or cannot work in harmony with the other Missionaries of the Society; or if he does not put forth satisfactory efforts in the study of the language, and it is thought best for him to retire from the work, he shall have no claim upon the Society.

If asked to retire from the field for reasons other than those here mentioned and he wish to leave the field permanently, we shall look to the Lord unitedly for the needful funds.

14th. In case of disagreement between any retiring Missionary, or Missionaries, and the Society, they may seek arbitration which shall be agreed upon by both parties.

It is understood and agreed that in case a Missionary separates from our work, he will not take up work in any town or city where he had been laboring under the Mission, nor will we attempt to found a station or take up work in any new place where he may decide to labor. These provisions to be carefully adhered to unless there should be an agreement on both sides to the contrary.

15. Workers who are retired from the field by the Council because of age will be cared for until death in a home provided by the Society for the purpose, whenever such a worker is financially dependent. In cases of broken health, or in any other cases, the Council will carefully consider each case and seek some mutually satisfactory arrangement.

Every outgoing Missionary must sign the copy of this agreement, which is kept on file in the Mission Office, before leaving the country, his signature signifying his acceptance of the same as the basis of our mutual relationship in service.



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